

2004-35-36

A RESOLUTION

**CALLING FOR THE REMOVAL OF HENRIETTA LAGRANGE
FROM THE MUNICIPAL CIVIL SERVICE COMMISSION,
NOTIFYING HER OF THE REASONS OR CAUSE FOR
REMOVAL AND THE RIGHT TO A PUBLIC HEARING; AND
AUTHORIZING A DATE FOR SUCH HEARING**

* * * * *

WHEREAS, the City Council appointed Henrietta LaGrange to serve on the Municipal Civil Service Commission; and

WHEREAS, the Municipal Civil Service Commission is a commission created in the City Charter by the voters and entrusted to perform, among other duties, due process hearings to classified civil service employees and then make recommendations to the City Manager; and

WHEREAS, the City Charter provides that a member of the Commission may be removed by Council only for cause and after being given a written statement of the charges against him and a public hearing thereon, if he requests;

WHEREAS, the City Council finds from the information it has received that it is in the best interest of the City to remove Henrietta LaGrange from that position;

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:

Section 1. The City Council charges that Henrietta LaGrange's conduct as a Commissioner on the Municipal Civil Service Commission constitutes cause for removal , as follows :

1. Failure to discharge her official duties as a Commissioner by:
 - a. Dismissing cases without hearing evidence, as occurred at the hearing held on March 4, 2004 (Robert A. Flores).
 - b. Repeatedly failing to provide neutral, orderly, settings for employees to present their appeal as demonstrated at the hearings held on March 4, 2004 (Robert Flores) and April 6, 2004 (Shawn La Quinn Washington)

- c. Failing to provide an impartial and unbiased forum by showing disregard of undisputed or overwhelming evidence, as occurred at hearings held on May 18, 2004 (Luis Vera) and July 22, 2004 (John Nieto)
- d. Interfering and directing testimony of witnesses, as occurred at the hearings held on February 24, 2004 (John Jandourek)) and March 20, 2004 (Stephanie Smith)
- e. Disregarding staff recommendations and City policy such as refusing to return Municipal Civil Service case files on various occasions, interfering with the City's ability to comply with state laws for safeguarding government records

Section 2. The City Council has lost confidence in Henrietta LaGrange's ability to perform her duties as a Commissioner on the Municipal Civil Service Commission and intends to remove Henrietta LaGrange from the Municipal Civil Service Commission.

Section 3. The City Clerk is instructed to provide Henrietta LaGrange a copy of this resolution, which serves as notice of the charges or reasons for removal. Henrietta LaGrange may request a public hearing by delivering a request in writing to the City Clerk by 4:30 p.m. October 8, 2004.

Section 4. The City Clerk is directed to post a public hearing on the agenda of the next regularly scheduled meeting of the City Council, after her receipt of a timely request for a public hearing from Henrietta LaGrange.

Section 5. The final resolution removing Henrietta LaGrange will not be adopted until after the public hearing, if it is requested.


PASSED AND APPROVED this 30th day of September, 2004.



M A Y O R

EDWARD D. GARZA

ATTEST: 
City Clerk

APPROVED AS TO FORM: 
City Attorney

Agenda Voting Results

Name: 29B. 2004-35-36

Date: 09/30/04

Time: 05:01:03 PM

Vote Type: Multiple selection

Description: A Resolution calling for the removal of Henrietta LeGrange, from the Municipal Civil Service, notifying her of the reasons or cause for removal and the right to a public hearing; and authorizing a date for such hearing.

Voter	Group	Status	Yes	No	Abstain
ROGER O. FLORES	DISTRICT 1	Not present	x		
JOEL WILLIAMS	DISTRICT 2				
RON H. SEGOVIA	DISTRICT 3		x		
RICHARD PEREZ	DISTRICT 4		x		
PATTI RADLE	DISTRICT 5		x		
ENRIQUE M. BARRERA	DISTRICT 6		x		
JULIAN CASTRO	DISTRICT 7		x		
ART A. HALL	DISTRICT 8		x		
CARROLL SCHUBERT	DISTRICT 9		x		
CHIP HAASS	DISTRICT_10		x		
MAYOR ED GARZA	MAYOR		x		